

# **TOWN OF FLORENCE TOWN COUNCIL RETREAT MINUTES**

**MINUTES OF THE TOWN OF FLORENCE COUNCIL RETREAT HELD ON SATURDAY, OCTOBER 23, 2021, AT 9:00 A.M., IN THE HOLIDAY INN CONFERENCE ROOM, ORO VALLEY, 11075 N. ORACLE ROAD, ORO VALLEY, AZ 85373.**

The agenda for this meeting is as follows:

## **CALL TO ORDER**

Mayor Walter called the meeting to order at 9:15 a.m.

## **ROLL CALL:**

Present: Tara Walter, Michelle Cordes, John Anderson, Kristen Rodriguez, Judy Hughes,  
Johnie Mendoza  
Absent: Arthur Neal

**TOWN COUNCIL RETREAT WITH DR. CHURCH. COUNCIL WILL PARTICIPATE IN A RETREAT BUT NO ACTION WILL OCCUR AT THIS MEETING.**

The retreat began with a welcome from Dr. Church and a brief warm-up activity. The agenda was reviewed. The objective for the retreat was identified: *To move forward governing in a healthy and productive way.*

Dr. Church shared insights from her one-on-one interviews with each member of Council conducted a few weeks before. Insights are as follows:

### **Commonalities**

- Each individual expressed a love for the Town of Florence and a desire to do what is in the best interest of the Town
- Desire to mend and build relationships with each other
- Desire to move forward in a healthy and productive way

### **Themes**

- All care deeply about the Town
- Focus on the item and not the person
- Misperceptions
- Personal attacks and accusations; damaged relationships

### **Potential Barriers**

- Lack of respect
- Lack of substantive discussion
- Focusing on individuals instead of issues

- Lack of trust
- Poor communication

The workshop then focused on perceptions and mental models, exploring how individuals view the world based on a variety of experiences and how these unique experiences impact communication – specifically seeking to be understood and understanding others.

Participants then participated in an activity illustrating the power of perceptions and stories that are created.

Team dynamics were then discussed from personality differences to introversion and extroversion. Again, these factors were juxtaposed with communication with an understanding of how these differences impact communication, processing of information, and energizing.

The communication process was explored with shared strategies and tactics to improve communication with one another.

Team stages were explored from forming to storming, to norming, to performing, and adjourning. The concept that all teams go through these stages was also discussed.

The retreat then shifted gears to focus on Appreciative Inquiry (AI), a technique for gaining deeper understanding of the world around us with a focus on future-orientation.

The four phases of the AI model were discussed including Discover, Dream, Design, and Destiny. Dr. Church completed the Discover phase with the Mayor and each individual Council member in one-on-one interviews prior to the retreat. The next phase, Dream, was then worked on by participants.

The Dream phase focused on Communication, Collaboration, and Trust. During this phase, three groups of two, focused on various aspects of their topic area to describe what it looked like and how to develop more effectively in each one of those areas. Everyone collectively expanded what each pair worked on to determine collectively how to improve these areas.

Each pair was tasked with developing two – three commitment statements that they would be willing to commit to moving forward governing in a healthy and productive way. The draft commitment statements are as follows:

#### **Communication**

- We commit to win/win - to not make "you" statements and focus on the positive.
- We commit to seek to understand, rather than be understood, without judgement.
- We commit to adding substance with our "why" and being constructive and respectful with our time and words.

#### **Collaboration**

- We commit to improve our communication with each other.
- We commit to collaborate through the lens of love.

### Trust

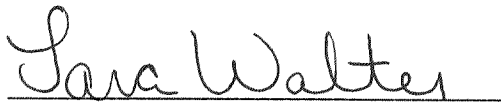
- We commit to respect everyone's point of view.
- We commit to listening and valuing each other's perspective.
- We commit to be open and trust the process.

The Mayor and Council agreed to finalize their commitments to one another by November 2 and forward a copy to Dr. Church.

Dr. Church will follow up with the Mayor and Council via Zoom in early December to see how they are progressing with their commitments to each other.

### ADJOURNMENT

Mayor Walter adjourned the meeting at 1:35 p.m.



Tara Walter, Mayor

ATTEST:



Lisa Garcia, Town Clerk

I certify that the following is a true and correct copy of the minutes of the Florence Town Council Retreat held on October 23, 2021, and that the meeting was duly called to order and that a quorum was present.



Lisa Garcia, Town Clerk

